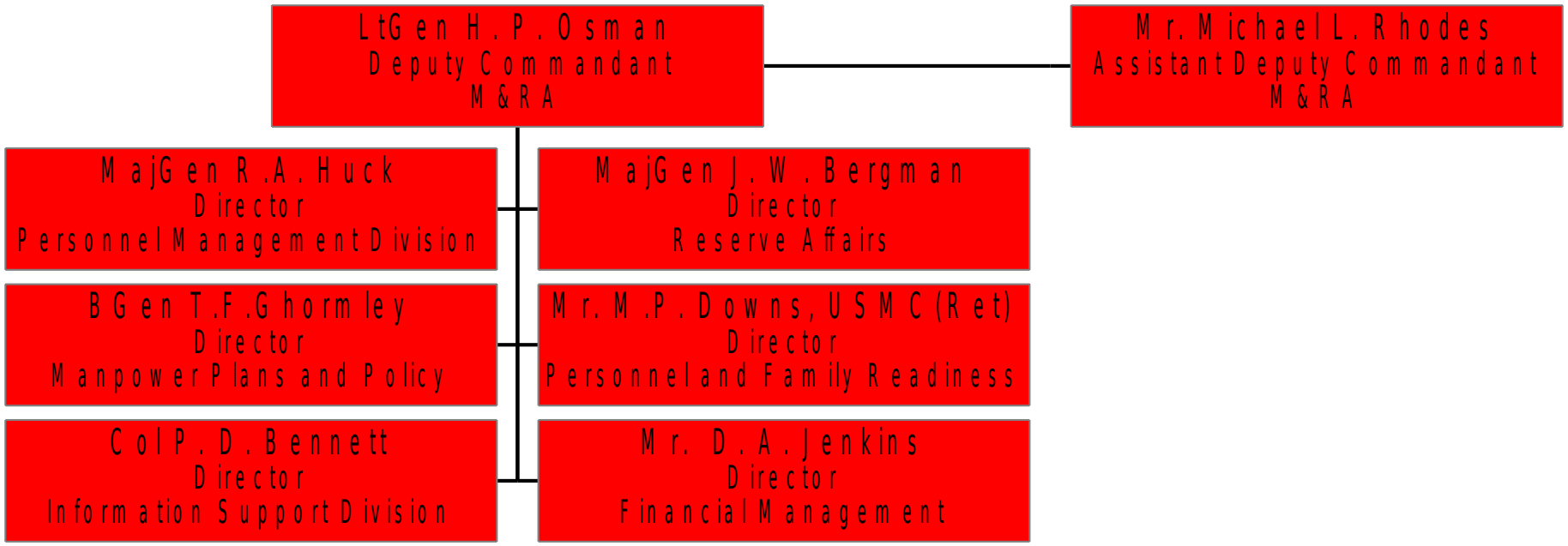
MANPOWER AND RESERVE AFFAIRS

Action Officer Course
October 2004

Manpower and Reserve Affairs



Direct, coordinate, and supervise manpower planning, programming, budgeting, policies, personnel research and information systems; manpower management and administration, human resources, and quality of life programs. Develop and administer equal opportunity policies, programs, and activities of the U.S. Marine Corps.

Personnel Management Division (MM)

- PERSONNEL ASSIGNMENT
- SEPARATIONS & RETIREMENT
- PROMOTIONS & SELECTIONS
- PERFORMANCE EVALUATION REVIEW
- CAREER COUNSELING & PLANNING
- PERSONNEL RETENTION
- PERSONNEL RECORDS MANAGEMENT
- PCS ENTITLEMENTS
- AWARDS

Manpower Plans and Policy Division (MP)

- **Officer & Enlisted Manpower Plans…Building Our Corps**
  - Promotion
  - Augmentation
  - Reenlistment (FTAP & STAP)
  - Manpower Mobilization
- **Manage & Defend Manpower Budget…Maintaining Our Corps**
  - Selective Reenlistment Bonus/Enlistment Bonus
  - Aviation Bonuses (ACIP/ACP)
  - Pay and Allowances
  - End Strength
  - Legislative Issues (Compensation Issues, Manpower Issues, Etc.)
- **Military & Civilian Policy…Defending Our Culture**
  - Assignment/Tour Length
  - Compensation
  - Good Order and Discipline and Gender Integrated Training

Manpower Plans and Policy Div (Cont)

- **Civilian Policy**
  - **Staffing and Classification**
  - **Performance**
  - **Awards**
  - **Discipline**
  - **Pay & Benefits**
  - **Travel and Per Diem**
  - **Equal Employment Opportunity**
  - **Senior Executive Resource Management**
  - **Civilian Career & Leadership Development**
  - **Labor Relations**

Personal & Family Readiness Division (MR)

- SEMPER FIT
- MILITARY PERSONNEL SERVICES
- CASUALTY ASSISTANCE
- DEERS/RAPIDS
- POSTAL AFFAIRS
- PERSONAL PROPERY CLAIMS
- MARINE CORPS FAMILY TEAM BUILDING
- CHILDREN & YOUTH
- PERSONAL SERVICES
- PREVENTION/INTERVENTION
- LIFELONG LEARNING
- MOBILITY
- TRICARE (LIAISON)
- SUPPORT (NAF)
- BUSINESS OPERATIONS (MCX)

TO PROVIDE POLICY AND RESOURCES TO SUPPORT COMMANDERS IN EXECUTING QUALITY PERSONAL AND FAMILY PROGRAMS THAT ENHANCE THE OPERATIONAL READINESS, WARFIGHTING CAPABILITIES, AND QUALITY OF LIFE FOR MARINES, THEIR FAMILIES, RETIREES, AND CIVILIANS.

Reserve Affairs Division (RA)

- **Comprised of four branches:**
  - **Coordination (RAC)**
    - **Coordinates resource requirements**
    - **Coordinates legislative affairs on Reserve issues**
    - **Monitors operations and readiness**
  - **Manpower (RAM)**
    - **Manages Active Reserve (AR) program**
    - **Manages Reserve Officer PME and Active Duty Special Work (ADSW) program**
  - **Personnel Plans and Policy (RAP)**
    - **Formulates Reserve accession, retention & recruiting plans**
  - **Career Management Team (CMT)**
    - **Provides Career Counseling, Educational Benefits Info and Billet Assistance to Reservists**
    - **Manages Reserve Retention, Reenlistment, Command Slating and Reappointment Processes**
  - **Marine For Life (M4L)**
    - **Manages all aspects of the M4L program**
    - **M4L organizes Marine-friendly networks in hometowns to assist transitioning Marines.**

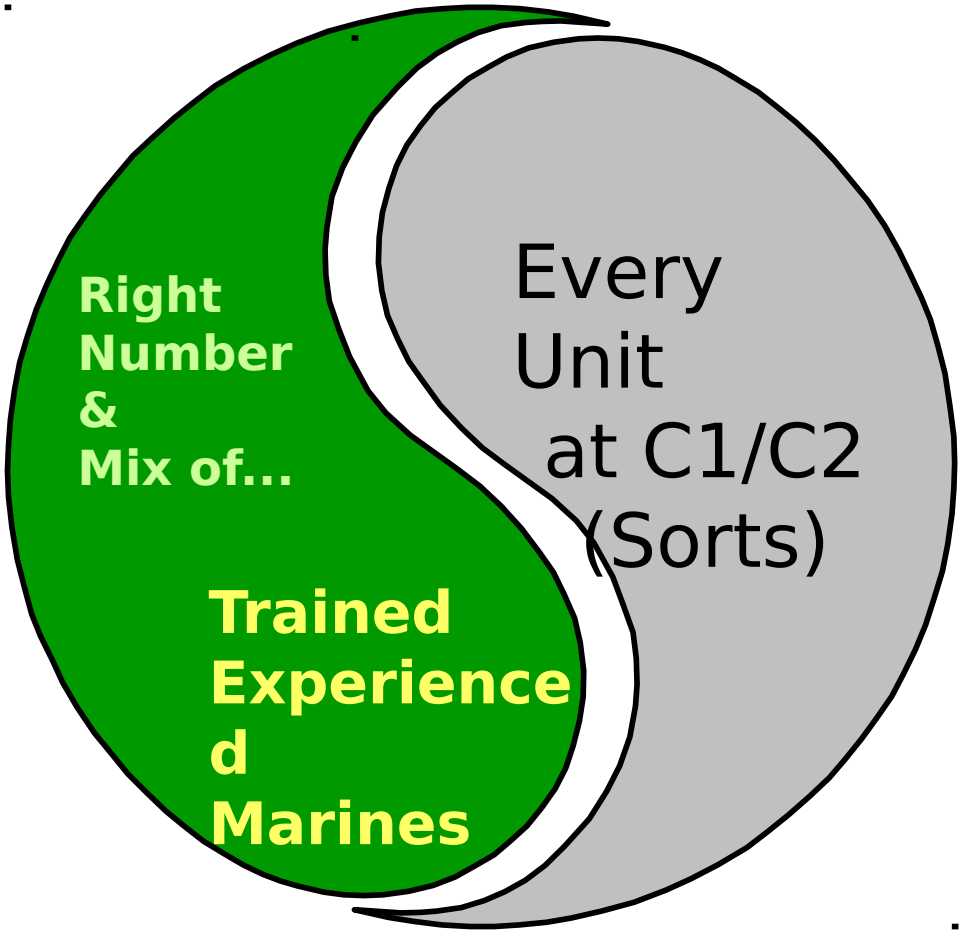
Manpower Management Information Systems Division (MI)

- **FIELD SUPPORT BRANCH (MIF)**
  - **Marine Corps Total Force System (MCTFS)**
  - **Unit Diary/Marine Integrated Manpower System (UD/MIPS)**
  - **Personnel Admin Field Proponency**
- **TECHNICAL SUPPORT BRANCH (MIT)**
  - **80+ Internal Manpower Support Systems**
  - **300+ Lotus Applications and Databases**
- **PLANS BRANCH (MIP)**
  - **Total Force Administration System (TFAS)**
    - ➡ **Marine On-Line (MOL)**

M&RA Objectives

- Integrate the Manpower Process
- Maintain Viability of our Recruiting Effort
- Proactively Influence the Manpower Process
- Increase Manning and Staffing in the Operating Forces
- Proactively Manage the Force
- Educate the Marine Corps on the Manpower System and how its works
- Improve Data/Information Collection and Analysis
- Improve Manpower Modeling Capability
- Examine Compensation, Retirement, and Health Benefits
- Preserve and enhance the Unique Culture and Quality of the Marine Corps and Individual Marines

Our Report Card



M&RA Points of Contact

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